



**National Advisory Council for  
Environmental Policy and Technology**

**Teleconference Meeting Summary  
July 11, 2011**

**Participants**

NACEPT Members

Jim Johnson, NACEPT Chair  
Karl Benedict  
Christine Costopoulos  
Ben Dysart  
Kurt Erichsen  
Effenus Henderson, Workgroup  
Member  
DeWitt John  
Mark Joyce  
Dan Kammen  
Sara Kendall, Workforce Co-  
Chair  
Leah Ann Lamb  
Howard Learner, Workforce  
Co-Chair  
Clayton Matt  
Mark Mitchell  
Arleen O'Donnell  
Bob Olson  
Olufemi Osidele  
John Preston

EPA Representatives

Cynthia Jones-Jackson, AO/OFACMO  
Randy Brady, ORD  
Eugene Green, AO/OFACMO  
Bryn Loeffler, AO/OFACMO  
Diane Lynne, NTEU  
Ismael Martinez, OCR  
Stephanie McCoy, AO/OFACMO  
Claire Milam, OHR  
Jim Morant, ORD  
Jennifer Margolies, ORD  
Megan Moreau, AO/OFACMO  
Antoinette Powell-Dickson, OARM

Members of the Public

Hannah Percy (Intern with *Dr. Osidele*)

**Welcome and Opening Remarks**

The call began at 11:00 a.m. Eastern Daylight Time, Monday, July 11, 2011. *Mark Joyce* and *Cynthia Jones-Jackson* welcomed the Council members and the public. It was noted that no requests to make public comments had been received. *Mr. Joyce* explained the purpose of the call was to discuss and decide whether to finalize the draft of NACEPT's Second Advice Letter

on EPA Workforce Planning. He also thanked the Office of Research and Development (ORD) for their proposed workforce questions and noted that these would be addressed at a follow-up teleconference next week.

*Dr. Johnson* noted that the edits received in the last seventy-two hours had been incorporated into the draft. *Mr. Joyce* then invited *Ms. Kendall* and *Mr. Learner* to give an overview of the Second Advice Letter.

### **Overview of NACEPT Draft Second Advice Letter on EPA Workforce Planning**

*Mr. Learner* stated that everyone should have received a copy of the most recent draft. Considering the deadline for the release of the letter, only editorial comments will be considered, which should be emailed to *Mr. Learner* as soon as possible. *Dr. Kammen* suggested bullet-point examples be included with the One EPA recommendations (#5-12) in the letter. Due to the time constraint, *Mr. Joyce* advised that these could be incorporated into the final report along with ORD's concerns.

*Ms. Kendall* commented that the letter should remain as it is, with the exception of minor edits, in order to facilitate its release. She suggested that the final report include how to incorporate the separate workforce letters into an action plan for EPA and elaborate on how the One EPA message will be concretely translated. *Ms. Kendall* noted that the ORD questions should not accompany the existing content in this letter. Agreeing with *Ms. Kendall* and *Mr. Joyce*, *Dr. Johnson* stated that ORD's issues should be addressed separately but also that ORD should be more fully included in the process.

*Ms. Kendall* noted that *Mr. Learner* did a fantastic job of incorporating the Council's input from the May meeting, including tying together the first and second workforce letters.

*Dr. Osidele* noted the absence of any specific mentions of the electronic applicant tracking system. It was brought to his attention that item #1 on page 16 addresses his issues in a broader sense. He should send *Mr. Learner* the more specific wording he would like to see incorporated.

### **Public Comments on NACEPT Draft Second Advice Letter on EPA Workforce Planning**

*Hannah* asked if the two-year EPA Career Program (ECP) had been compared with private sector entry-level programs. *Ms. Kendall* responded that the ECP program has only been evaluated in terms of recruiting and has not been compared with other two-year programs. *Dr. Osidele* elaborated that an exploration of options concerning public/private sector partnerships should be included in the final report. *Dr. Kammen* noted that this initiative could be coupled with the One EPA action items, and he could draft these ideas for inclusion in the final report.

*Ms. Lynne* appreciated the inclusion of the expansion of rotational assignments to eliminate stovepipes and to promote One EPA.

## **Discussion and Approval of NACEPT Draft Second Advice Letter on EPA Workforce Planning**

The NACEPT members approved the advice letter. *Mr. Learner* will forward the final version to *Mr. Joyce* and *Ms. Moreau* for final formatting. *Dr. Johnson* will then transmit the letter to Administrator Jackson.

The teleconference adjourned at 11:45 a.m. EDT.

**Note:** *This summary and other meeting materials will be posted to the NACEPT website at <http://www.epa.gov/ofacmo/nacept>.*

### **Chair Certification**

I, Dr. James H. Johnson, Jr., Chairman of the National Advisory Council for Environmental Policy and Technology (NACEPT) certify the meeting minutes for July 11, 2011 are complete and accurately reflect the discussions and decisions of said meeting.

*/Signed/*

August 11, 2011

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**Dr. James H. Johnson, Jr.**  
**NACEPT Chair**

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**Date**